

International Workshop on Countering Violent Extremism and the Insider Threat in the Nuclear Sector

03–05 December 2019. London, UK

Preliminary programme

DAY 1: TUESDAY 03 DECEMBER 2019

OPENING SESSION

09:00—09:30 Welcome remarks, objectives and agenda of the workshop (WINS)

09:30 – 10:00 Introduction of participants and discussion to review their expectations (Facilitator)

SESSION 1: UNDERSTANDING THE VE THREAT AND THE RISKS TO NUCLEAR SECURITY

Key issues

- What is ‘violent extremism’ (VE) and how does it relate to ‘terrorism’ and ‘extremism’?
- What factors lead to radicalisation and violent extremism? What are the known intentions and capabilities of violent extremists?
- What can we learn from real case studies involving extremists in the nuclear and non-nuclear sectors? What features make the nuclear industry more or less likely to become a target of VEs? What are the scenarios of concern and how do they relate to the nuclear industry?

10:00 – 10:45 **Presentation** on *Trends in Violent Extremism. Defining the VE threat and its recent evolutions* (Samir Puri, KCL, UK)

11:00 – 11:15 Coffee Break

11:15 – 11:45 **Presentation** Exploring the Themes Discussed in *Engineers of Jihad –The Curious Connection between Violent Extremism and Education – Should the Nuclear Sector be Worried about This?* (Diego Gambetta, Collegio Carlo Alberto, Italy)

11:45 – 12:15 **Case studies:** Assessing the extent of the VE threat to the nuclear industry and other critical infrastructures. What factors lead to violent extremism? What are the objectives and motivations of VEs? What are their known intentions and capabilities?

12:15 – 13:00 **Discussion** on the relevance of the VE threat to the nuclear industry

- What features make the nuclear industry more or less attractive to becoming a VE target?
- What scenarios involving VEs are most likely to happen? What can we expect today? What should we anticipate for tomorrow?

13:00 – 14:00 Lunch

SESSION 2: EXAMINING CURRENT BEST PRACTICE IN RISK MITIGATION AND EXPLORING THE REMAINING VULNERABILITIES

Key issues

- What are the current measures in place to mitigate the risk? What range of stakeholders is involved? Are we satisfied with their involvement, cooperation and coordination?
- What is the role of the international community in supporting countries and organisations to mitigate the VE threat? How can we ensure the mutual transfer of experience (success stories)?
- What can we learn from other sectors?

14:00 – 14:30 **Discussion** to identify the key stakeholders involved in mitigating the VE threat, review their roles, and assess their current contributions

- 14:30 – 15:00** **Presentation** on *Developing comprehensive approaches for reducing and defeating violent extremism – A national perspective* (Kazeem Abdulrazaq, ONSA, Nigeria)
- 15:00 – 15:30** **Presentation** on *the Role of law enforcement and intelligence agencies in mitigating the VE threat* (Gonçalo Simões, Europol)
- 15:30 – 16:00** **Discussion**
- What are good practices for optimising communication, coordination and cooperation amongst key national stakeholders?
 - How can coordination between State intelligence services be ensured, both nationally and internationally?
- 16:00 – 16:15** Coffee Break
- 16:15 – 16:45** **Conversation** about *the Role of civil society and other non-governmental stakeholders in mitigating the VE threat* (Farah Pandith, Council on Foreign Relations, USA)
- 16:45 – 17:15** **Presentation** on *Learning from other sectors – The aviation industry experience* (Marie-Caroline Laurent, LAM LHA)
- 17:15 – 17:45** **Wrap-up: Consolidating the key findings of the day**
- What have we learnt today?
 - What do we need to pay more attention to?
- 18:00 – 20:00** **Workshop Cocktail** (Key note speaker: Mark Albon, Head of CVE, Commonwealth Secretariat, UK)

DAY 2: WEDNESDAY 04 DECEMBER 2019

- 09:00 – 09:30** Review of Day 1 key findings and objectives of Day 2 (Facilitator)

SESSION 3: OPTIMISING VETTING AND BACKGROUND CHECKS IN A RAPIDLY CHANGING WORLD

Key issues

- What are the best practices for an effective vetting regime and for ensuring the trustworthiness of individuals accessing sensitive materials or locations?
- What changes or evolutions are necessary to take into account modern VE threats? In what ways have the red flags around personnel changed?
- How do you ensure that national policies and practices are aligned with international best practice? How do you ensure collaboration among operators?

- 09:30 – 10:00** **Presentation** on *Science-based Insights for Understanding and Mitigating Insider Threats* (Eric Lang, PERSEREC, USA)
- 10:00 – 10:30** **Presentation** on *Ensuring the trustworthiness of individuals accessing nuclear materials or sensitive locations and facilities* (Wayne Jones, EDF Energy, UK)
- 10:30 – 11:00** **Plenary and Table Discussion**
- What is changing and what is staying the same when it comes to conducting effective vetting?
- 11:00 – 11:15** Coffee Break

SESSION 4: RED FLAGS AND THE ART OF THE POSSIBLE IN THREAT MITIGATION

Key issues

- What are best practices for designing and implementing behavioural observation programmes? How do you educate managers and staff to detect red flags and effectively report their concerns?
- What are the key elements of a whistleblowing programme? How does company culture matter?
- What are the legal and ethical challenges to human reliability programmes? How do you balance between security needs and privacy rights? How can a comprehensive HRP be resourced?

- 11:15 – 11:30** **Discussion** on best practices for designing and implementing behavioural observation programmes
- 11:30 – 12:00** **Presentation** on *Behaviour observation programmes: current practices and lessons learned, a psychologist's experience* (Wendy Anyster, Consultant, UK)
- 12:00 – 13:00** **Break out-group discussion**
- What are the potential behavioural indicators of insiders, specifically VEs?
 - What are the capabilities of managers and co-workers to detect issues involving an employee?
 - How should they react to such situations?
- 13:00 – 14:00** Lunch
- 14:00 – 14:30** **Presentation** on *The Importance of social media in the radicalisation process and possible red flags* (Jakob Guhl, Institute for Strategic Dialogue, UK)
- 14:30 – 15:00** **Presentation** on *The Role of HR in mitigating insider and VE threats* (Alison Bell, King's College London, UK)
- 15:00 – 15:15** **Discussion** on legal and ethical challenges to human reliability programmes and other mitigation measures against the VE and insider threat
- 15:15 – 15:30** Coffee Break
- 15:30 – 16:15** **Discussion** on Reporting Serious Concerns
- What are the key elements of a whistleblowing programme? How does company culture matter?
 - What are best practices for facilitating the reporting of serious concerns and ensuring effective follow-up?
- 16:15 – 17:00** **Wrap-up: Consolidating the key findings of the day**
- How do VE characteristics impact our current behaviour observation programmes?
 - What are best practices for detecting and reporting red flags?
 - What are we good at? What still requires improvement?
- 17:00** **End of Day 2**

DAY 3: THURSDAY 05 DECEMBER 2019

09:00 – 09:45 Review of Day 2 key findings and objectives of Day 3 (Facilitator)

SESSION 5: RESPONDING EFFECTIVELY TO A VE INCIDENT

Key issues

- What are best practices for responding to a violent extremist?
- How do these practices differ from practices for other threats?
- Do we have actual experience in responding to VEs?

09:45 – 10:15 **Presentation** on *Responding to an incident involving a Violent Extremist* (Gleiber Banus Barboza, SIPRON, Brazil)

10:15 – 11:00 **Discussion** on good practices for ensuring an effective response to a VE

11:00 – 11:15 Coffee Break

SESSION 6: MEASURING THE EFFECTIVENESS OF MITIGATION PROGRAMMES

Key issues

- How can HRP programmes be measured for their effectiveness? What is the role of vulnerability assessment in demonstrating the performance of security arrangements against VEs?
- What leading and lagging indicators characterise an insider mitigation programme?
- How can we integrate the insider/VE risk into the overall risk management structure?

11:15 – 11:45 **Presentation** on *Assessing the performance of security arrangements against insider and VE threats* (Karen Kaldenbach, ORNL, USA)

11:45 – 12:30 **Discussion** on key performance indicators for the VE mitigation programme

12:30 – 13:30 Lunch

CONCLUDING SESSION

13:30 – 14:30 **Break-out groups to consolidate the key findings of the event**

- How is the VE threat changing? How do these changes relate to participants' countries of origin?
- What is changing / staying the same in terms of the human factors related to nuclear security?
- How can we ensure optimal exchange of information amongst key stakeholders, within and outside the nuclear sector?

Wrap-up session to

- Develop personal take-aways and follow-up actions
- Identify questions and challenges that remain unaddressed
- Suggest a way forward to international nuclear security stakeholders

14:30 – 15:30 **Concluding session**

- Personal take-aways
- Suggestions for revising the WINS BPG
- Evaluation of the workshop
- Closing remarks

End of the event